

IMPROVING THE QUALITY OF HUMAN RESOURCES IN THE CURRENT SYSTEM OF PARTY ORGAN IN VIETNAM

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ABSTRACT

High-quality human resources are an integral part of the national human resources, playing an important role in the cause of national construction and development. In the political system, especially in the system of Party organs, high-quality human resources play an important role. This human resource is the advisory force for the Party and State to plan strategies, plans, and solutions for national construction and development and is the leading force, directing and organizing the implementation of strategies and plans, that solution. Therefore, each revolutionary stage needs to have high-quality human resources corresponding to the requirements and tasks of that period. This requires the Party and the State of Vietnam to have views and policies suitable to the goals and tasks of each period in the context of accelerating industrialization and modernization of the country, building a State of law socialist, the socialist-oriented market economy, and international integration. This study focuses on analyzing the role and perspective of human resource development in the system of agencies of the Communist Party of Vietnam; thereby recommending solutions to develop this team in the future.

INTRODUCTION

With more than four thousand years of building and defending the country, especially in the renovation period, it has proved the role of people, especially those with talents. Our forefathers

often admonished: “Talent is the source of the nation’s energy”. K. Marx (1975, p. 347) said that “human is the number one factor of the productive force”. The American futurist, Alvin Toffler (1992, p. 41) emphasized the role of intellectual workers: “Money will be spent forever, power will be lost; only human intelligence, when used, not only does not lose but also grows”.

There are many factors involved in the development process and there is a relationship between them. There is a cause-and-effect relationship between human resources, capital, natural resources, physical and technical facilities, science and technology, etc., but in which human resources are considered as most important. Endogenous forces dominate other resources and the socio-economic development process of each country. Compared with other resources, human resources with the leading factor being intelligence and gray matter have the outstanding advantage of not being exhausted if they know how to foster, exploit and use them rationally; and other resources, no matter how many, are only limited factors and can only be effective when combined with human resources effectively. Human resources are a decisive factor in the exploitation, use, protection, and regeneration of other resources; in which high-quality human resources determine the socio-economic growth and development of each country.

Reality proves that a country may not be rich in resources, natural conditions are not very favorable, but the economy can grow quickly and develop sustainably if that country knows how to set an economic policy correctly, know how to organize the successful implementation of that line; with a team of leading cadres, managers, and a team of worthy intellectuals; a large number of highly skilled technical workers and talented entrepreneurs.

During the process of leading the Vietnamese revolution, the Communist Party of Vietnam has always focused on the human factor, considering people as both the goal and the driving force of society’s development. Currently, our country is entering a period of promoting industrialization and modernization for the sake of a rich people, a strong country, and a just, democratic and civilized society. The 8th Party Congress (June 1996) gave a view on industrialization and modernization as: “Taking the promotion of human resources as the basic factor for rapid and sustainable development” (Communist Party of Vietnam, 1996); and “Enhancing people’s knowledge, fostering and promoting the great resources of Vietnamese people are decisive factors for the success of the industrialization and modernization work” (Communist Party of Vietnam, 2016).

The Communist Party of Vietnam (2006, 2011, 2016, 2021) has repeatedly affirmed: Economic development is a key task, Party building is a key task, in Party building, cadre work is a key stage. the crux of the key issue. As a result, the staff has become more and more mature and developed in many aspects, the quality has been improved, gradually meeting the requirements of the period of accelerating industrialization and modernization of the country; structure of age, gender, ethnicity, profession, and field of work is more balanced and reasonable; resources of planning staff are quite abundant, basically ensuring the transition between generations.

However, the current staff still reveals limitations and weaknesses: Although it is crowded, it is not really strong, it is not synchronized, there is still a situation of “both redundant and insufficient”; a part of cadres lacks the sense of cultivation and training in political qualities; low capacity and reputation have not met the requirements of the tasks set out; some cadres have lost their ideals, reduced their will and responsibility, degraded in politics, ideology, morality, and lifestyle, showing signs of “self-evolution”, “self-transformation”. The status of running for the position, running for power, running for age, running for planning, running in rotation, running

for degrees, running for rewards, running for titles, running for crime, etc. is slowly being prevented and pushed back.

LITERATURE REVIEW

The Resolution of the 12th National Congress of the Party (2016) and the national development strategy 2010-2020 affirms: People are the central factor in the national development strategy; Human resources and human resources are decisive factors for the development of the country in the period of accelerating industrialization and modernization. This view shows that the most important factor in the development of every society is not only the economy, technology, capital, but also people. The United Nations' recommendations, as well as the viewpoints of the leadership of our Party, show the recognition of the great role and importance of human resource development in the development of the country and humanity, as the leading factor, determining the success or failure of all nations, all peoples.

Christian Batal (2002), in "Managing human resources in the public sector". Analysis of the current situation of the working capacity of CCs and state-owned enterprises. Building a standard competency framework on the basis of classification of competencies; At the same time, conduct professional job descriptions, requiring high-quality human resources such as: In charge of training human resources in a State agency, the job of ahead of the unit at the request of the State, the issues set out for the role of the head.

Bushmarrin (2002), in "Intellectualization of labor in countries with market economies". This research work focuses on analyzing the decisive role of individuals in the vital activities of companies and enterprises. Companies and businesses now talk about human resources, especially high-quality human resources, key team development policies, strategic nature of the business; training, receiving, and supplying high-quality human resources with creative ability at all stages of the production and business process.

John Wiley & Sons (2007), "Human Resource Management: Human Resource Management (HRM) has many different definitions, but basically there are two general approaches". The first descriptive approach shows that HRM is the management of employees and human assets in the workplace and in the organization in an integrated and coherent manner. The second approach further explains it by saying that HRM is different from previous forms of HRM being proactive and therefore strategic: it involves attracting higher forms of commitment and motivation. staff force. Both are therefore ties to institutions and areas of intensive study that have been developed under this title since the early 1980s.

Dang Xuan Hoan (2015), in "Development of Vietnamese human resources in the period 2015 - 2020 to meet the requirements of accelerating industrialization, modernization, and international integration", Communist Magazine. The content of the article has outlined the importance of human resource management for the development of each country in the context of strong integration, development, and competition. The author points out the current situation of Vietnam through the main factors identified such as population, labor, training, employment, and labor productivity. Through analysis, synthesis, statistics, and comparison, the author has drawn out the main limitations of the current Vietnamese human resources. From there, the author offers a number of solutions to develop human resources in the period of 2015 - 2020. The author focuses on the following main solutions: Firstly, strongly renewing state management of human resource development; second, to ensure financial resources for human resource

development; third, education and training innovation; fourthly, actively integrate internationally to develop Vietnam's human resources.

As the founder, leader, and training of the Communist Party of Vietnam, President Ho Chi Minh always pays special attention to building the contingent of cadres and cadres training. He said that "cadres are the chain of apparatus" of the Party, the State, and mass organizations, "all successes or failures are due to good or bad cadres" (Ho Chi Minh National Political Academy, 2019). He said that cadres are the bridge between the Party, the State, and the people, are the people who communicate and organize the people to undertakings of the Party, laws, and policies of the State, and at the same time capture and respond to information from the people so that the Party and the State can base on planning and adjusting policies, guidelines and policies: "Officials are those who bring the policies of the Party and the Government to explain to the people clearly and enforce. At the same time, bring the people's situation to the Party and the Government to understand and set the policies properly" (Ho Chi Minh National Political Academy, 2019). He asserted and emphasized, "cadres are the root of all jobs, etc. cadres training is the Party's original work". In the book "Building a Party in terms of international integration: Challenges and experiences of the Communist Party of Vietnam and the Chinese Communist Party" (Lam, 2018) of the Central Theoretical Council, the Communist Party of Vietnam has share awareness, present views on the challenges that the Vietnamese Communist Party and the Chinese Communist Party are facing in building the Party in terms of international integration, introducing each other with important results (Lam, 2018). During the process of building the Party in Vietnam as well as in China today, integration not only creates more resources and develops the country, but also raises a number of issues of politics, ideology, organization, and morality of cadres and party members.

General To Lam (2018) in his book "Ho Chi Minh's thought on identifying and struggling with signs of decline in political ideology, morality, lifestyle among cadres and party members" pointed out 27 "illnesses" (difficulties) of the country, on the basis of 27 manifestations of the "self-evolving" and "self-transforming" internal recession. To Lam (2018) pointed out the manifestations, harms, and measures to fight, prevent, and effectively reverse the decline of political, ethical ideology and lifestyle of officials and party members; thereby helping cadres and party members strive to cultivate a strong political stance, the morality of a clean lifestyle, proper competence, motivation, and responsibility, wholeheartedly serve the country, serving people.

Loyal to Marxism-Leninism and Ho Chi Minh ideology, during the process of leading the Vietnamese revolution, especially from innovation, the Party has always been interested in building the team of cadre, cadre work and cadre policy, clearly identify this as a key step in the development of the country. The Central Executive Committee (Congress VIII) issued Resolution No. 03-NQ/TW of June 18, 1997, on the Strategy of cadres during the period of stepping up industrialization and modernization of the country; The 9th Conference of the Central Executive Committee (Congress X) has reviewed the 10-year implementation of Resolution No. 03-NQ/TW on Staff Strategy during the period of stepping up industrialization and modernization of the country and issuing conclusions on continuing to promote the implementation of the Personnel Strategy from now to 2020. Through each Party Congress, innovative viewpoints and innovative ideology about cadre work and cadre policy has been shown more and more clearly, in accordance with revolutionary requirements and tasks in each period.

RESEARCH RESULTS AND DISCUSSION

Perspectives of the Vietnamese Party and State on human resources

Since the early days of the Party's establishment, our Party has been highly aware and promoted the human factor for the Vietnamese revolution. However, in each period, the Party's perception of this issue has also been different and has been adjusted to suit each period. The 11th Party Congress (2011) and 12th (2016) concretized, supplemented, developed, and clarified some new contents. In the process of leading the Vietnamese revolution, especially in the Innovation period, the basic guiding view of our Party is to put people at the center of the development process, considering people as both goals, it is also the driving force of the country's development. This point of view of our Party and State is the general application of the views of Marxism-Leninism, the inheritance of Ho Chi Minh's thought on man. Very early on, President Ho Chi Minh pointed out: "For the sake of ten years, one must plant trees, for the benefit of one hundred years, one must plant people" (Minh, 2011, vol 11, p. 528). In the "Will" he left to the entire Party and people, he advised: "First, work is for people" (Minh, 2011, vol 11, p. 616); "training the revolutionary generation for the next generation is a very important and necessary thing" (Minh, 2011, vol 11, p. 622), etc. This spirit is reflected in the development steps of the Party's awareness and thinking about people and human resource development from the 6th Congress (1986) to the present.

The Resolution of the 5th Plenum of the 8th Plenum of the Party Central Committee (1998, p. 93) stated: "The priceless experience that we can summarize in the long and harsh history of our nation is: The most precious resource, the most valuable resource, the most decisive role is human resources; is the endogenous strength of the Vietnamese nation itself. The Vietnamese people are the most precious asset of our Fatherland and our socialist regime".

Resolution No. 25-NQ/TW dated July 25, 2008, of the 7th Plenum of the Party Central Committee on strengthening the leadership of the Party in youth work in the period of accelerating industrialization and modernization. Youth is the backbone of the country, the future owners of the country. Youth are at the center of the strategy of fostering and promoting human resources; at the same time, the Resolution also identifies: taking care of and developing young people is both a goal and a driving force to ensure the stability and sustainable development of the country.

Implementing the Resolution of the Central Government, the Prime Minister signed and promulgated Decision No. 2474/QD-TTg (December 2011), approving the Strategy for Vietnam Youth Development for the period 2011-2020; Decision No. 1758/QD-TTg dated September 30, 2013, approving the pilot scheme to recruit young intellectuals to volunteer in communes participating in rural and mountainous development in the 2013-2020 period and Decision No. 567/ QD-TTg dated April 22, 2014, approving the Project on fostering and improving state management capacity for young cadres and civil servants in the commune for the period 2014 - 2020.

In which, implementing Decision No. 2474/QD-TTg (2011), ministries, branches, and localities have implemented the tasks of state management of youth; focus on building a system of policies and laws for youth in various fields; develop mechanisms and policies to support and develop youth; implementation of the strategy's goals, targets, tasks, solutions, etc. The implementation of the Strategy has achieved some positive results. In addition, ministries, branches, and

localities have arranged and consolidated the organizational apparatus to perform the task of state management of youth according to regulations; improve the efficiency of the inter-sectoral coordination mechanism among ministries and central agencies; between departments and branches under the People's Committees of provinces and cities; between state management agencies and socio-political organizations.

The 12th Congress (2016) of the Party continued to affirm the important role of high-quality human resources, through the viewpoint: "Industrialization and modernization in the coming period is to continue to promote the implementation of the model. industrialization and modernization in the context of socialist-oriented market economy development and international integration associated with the development of the knowledge economy, taking science, technology, knowledge and quality human resources. High quality is the main driving force, etc.". The 12th Party Congress (2016) also set out directions and tasks for human resource development in the coming time, requiring: "Building a strategy for human resource development human resources for the country, for each industry, for each field, with synchronous solutions, which focus on training solutions, retraining human resources in schools as well as in the production and business process focusing on improving professionalism and practical skills".

The document of the 13th National Congress of the Communist Party of Vietnam (2021) sets out the country's development orientation for the period 2021-2030, which is: "Creating breakthroughs in fundamental and comprehensive innovation in education and training and development. high-quality human resources, attracting and appreciating talents. Promote research, transfer, and strongly apply the achievements of the Fourth Industrial Revolution to all areas of social life, focusing on a number of key industries and fields with potential and advantages. to act as a driving force for growth in the spirit of catching up, advancing with and surpassing in some areas compared to the region and the world".

In order to have high-quality human resources, qualified and capable to meet the requirements of the new development period, the State needs to pay due attention to the investment in training, fostering, building, and developing human resources. develop human resources in general and high-quality human resources in particular. In the condition that our country does not have enough conditions and ability to train and provide high-quality human resources for all industries and fields, together with building a contingent of qualified and capable strategic-level cadres, 26-NQ/TW of the Seventh Plenum of the 12th Central Committee, should focus on key and key sectors and fields of the economy to create a breakthrough in the quality of human resources.

The role of cadres in the system of organs of the Party

Regarding the position, role and importance of cadres for the country's development, was the 3rd Conference, 8th Central Executive Committee (June 1997), on "Strategy of cadres in the period. accelerate the industrialization and modernization of the country" affirmed: "Cadres is a decisive factor for the success or failure of the revolution, associated with the destiny of the Party, the country and the regime, is a key stage. in Party building work". To the Resolution of the Seventh Conference, the 12th Party Central Committee (May 2018) on "Focusing on building a contingent of cadres at all levels, especially at the strategic level, with sufficient quality, capacity and prestige, on par with duties" once again affirms the important role of the cadres: "Cadres are the decisive factor for the success or failure of the revolution; cadre work is the "key" stage of the construction of the Party and the political system. Building a contingent of cadres, especially

those at strategic level, is the most important and important task of the Party, which must be carried out regularly, carefully, scientifically, closely and effectively. Investing in building staff is an investment for long-term and sustainable development.

Accordingly, cadres in the system of agencies managed by the Party are an important part of the cadre of the Party, have full roles of the cadres and have important roles and responsibilities. As follows:

Officials in the system of organs of the Party are those who directly or participate in the formulation of guidelines, resolutions, programs and plans for socio-economic development, national defense and security of the province, and resolutions, decide on the performance of functions and tasks of the agency or unit they are in charge of. Officers in the system of organs of the Party's management other than their respective positions are effective participants in the above-mentioned activities. Their participation plays a very important role, contributing to improving the quality of the units' policies, resolutions, programs and plans for socio-economic development, defense and security. For Party committees at all levels under the provincial Party Committee and agencies and units under the city, officials in the system of agencies managed by the Party are the ones in charge, key officials or heads, with the role of It is very important to lead, direct and preside over the development of guidelines and operational plans to carry out the tasks of those agencies and units, ensuring that the tasks are carried out in the most effective way.

The contingent of cadres in the system of agencies managed by the Party is the core force in implementing and organizing the implementation of the Party's guidelines and policies; policies and laws of the State and the working programs, plans and schemes of the unit, in the fields of social life, improving people's lives. Each cadre in the system of organs of the Party demonstrates his/her role by concretizing the resolutions and guidelines of the Party and the State into specific plans, programs, tasks and targets of the Party and State. sectors and fields under their charge; thoroughly grasp the resolutions and directives of their superiors and superiors in the political system; propose practical solutions, propagate, explain, organize and motivate the implementing force. In the course of operation, cadres in the system of Party organs must guide and support junior cadres, actively and creatively handle all situations, regularly supervise, check and encourage manage and adjust the plans to suit practical requirements. Depending on their positions, they are responsible to the Party and the government for organizing the implementation of the tasks of their respective branches and units, contributing to the successful implementation of the city's political tasks and raising the bar for the better. improve people's lives.

Cadres in the system of agencies managed by the Party are the core in building, consolidating and consolidating a clean and strong local political system, meeting the requirements of assigned tasks. Cadres in the system of agencies managed by the Party are members of the collective leadership of agencies and units, many cadres are heads of member organizations of the political system. These cadres are the core and play a decisive role in building, consolidating and consolidating the strong local political system. They are the people in charge of formulating the regulations, rules and regulations of operation; assign tasks to units and each member of their organization; build a contingent of cadres under their command with sufficient qualities and capabilities to meet the requirements of their tasks; equip tools, means and technical equipment to serve well the tasks of organizations in the political system.

Cadres in the system of Party agencies are the nucleus of the unity bloc within the Party, in the political system and unite the people in the localities and units where they work; strengthen the close relationship between the Party and the people. Each cadre in the system of organs of the Party has a great role in building, consolidating and strengthening solidarity among the Party committees, party organizations, authorities, agencies, units and among the people. Thereby, strengthening the close relationship between the Party and the people, creating consensus among the people, this is a particularly important factor for the Party's policies and guidelines; State policies, laws and local political tasks have been successfully implemented.

Cadres in the system of agencies of the Party are the core force in building the contingent of cadres and civil servants of localities, agencies and units and are a source of additional leadership and management cadres for agencies. superior. Cadres in the system of agencies managed by the Party are key cadres or heads of committees, agencies and units they are in charge of, playing a particularly important role in building a contingent of cadres and civil servants. of agencies and units, contributing to building the city's cadres with enough virtue and talent to successfully carry out the city's political tasks, and at the same time, a source of development and addition of leading cadres, local management of the city and higher authorities.

Recommendations for solutions

Through the above policies of the Communist Party of Vietnam, it has been affirmed: "Building a contingent of cadres at all levels with quality, capacity and prestige, meeting the requirements of tasks in the new situation" (Communist Party of Vietnam). Vietnam, 2016) is an important task. In order to continue to improve the quality of human resources, specifically here, the staff in the system of agencies of the Party, we need to implement the following solutions:

Party committees at all levels, party organizations, and leaders of agencies and units must improve their responsibilities, implement synchronously and effectively staff work, and create an environment and conditions for building and developing a contingent of cadres. Attaching importance to equipping knowledge about cadre work for leaders at all levels. Focus on improving the quality of party secretaries, heads at all levels and grassroots cadres.

Perfecting the mechanism, promoting the attraction and creation of cadres from excellent graduates, promising young scientists, and paying special attention to training, retraining and training the next class of cadres. Actively grasp, select, train, foster and train excellent and excellent graduates at home and abroad.

Restructuring and rearranging the contingent of cadres at all levels and sectors according to employment position, capacity framework, ensuring the right people, right jobs, reducing quantity, improving quality, and reasonable in structure.

Synchronously and comprehensively building cadres at all levels. Focusing on improving the political bravery, professionalism and spirit of serving the people of cadres, civil servants and public employees. Strengthen discipline and discipline, improve the combat power of the armed forces. Improve the quality of scientific staff; have preferential policies to build and employ a team of leading scientists and experts in various fields. Consolidate and raise the sense of responsibility and Party character among officials in state-owned enterprises, especially the heads; develop regulations on recruitment, training and appointment of corporate governance officers in accordance with the market mechanism and meet the requirements of international integration.

Researching and implementing interoperable, equal and consistent mechanisms and policies in the political system; communication between commune-level cadres and civil servants with cadres and civil servants in general, between human resources in the public and private sectors; there is a mechanism to compete for job positions to improve the quality of the contingent of cadres, civil servants and public employees, and move towards abolishing the “lifetime payroll” regime.

To closely and effectively manage the contingent of cadres at all levels in the direction of: building a national database on cadres. Localities, agencies and units must strictly implement the management of cadres according to regulations of competent authorities. The agency employing staff must manage staff closely and effectively. The head is primarily responsible for the management of cadres according to decentralization. Officials themselves strictly comply with their own regulations, regulations and commitments; report, explain honestly and take responsibility when required.

Completing regulations and regulations for strict control, careful screening, timely replacement of people with limited capacity, low reputation, not healthy enough, making mistakes, not waiting for the end of their term, expiration of the term of appointment, reaching retirement age. Do not use the arrangement of positions, promotion, conferment, promotion to military rank or rank promotion to implement cadre regimes and policies.

The problem is what to do to concretize and most effectively implement the tasks and solutions the Resolution has set out. First of all, it is necessary to clearly understand how a cadre is qualified, capable and reputable to meet the requirements of the task in the new situation. The Resolution of the 3rd Party Central Committee, term VIII on the cadre strategy, once set common standards for cadres at all levels: having a deep patriotic spirit, understanding political theory, viewpoints, and guidelines of the Party need, thrift, integrity, righteousness, justice and impartiality; non-corruption and resolutely fight against corruption; have the education, expertise, ability and health, etc.

Cadres who meet these basic standards are qualified, capable and reputable. However, in each different period, the standard requirements of the staff are adjusted differently to match the general development trend. In other words, cadres in any period must meet the development requirements of that period. In the current context, the country is accelerating industrialization, modernization, and actively integrating into the world, besides the basic standards mentioned in the 3rd Central Resolution of the VIII term, the cadres need to pay attention. The intention is to further improve the factors of qualifications, capacity, working culture and firm courage in the face of temptations from the opposite side of the market mechanism, from the strategy of “peaceful evolution” of the member states. hostile forces; not allow themselves to be degraded in terms of political ideology, morality, lifestyle; not “self-evolving”, “self-transforming”.

CONCLUSION

New points in the Party’s thinking on Vietnam’s human resource development strategy were stated in the 12th Party Congress (2016), on the one hand it is a continuation of the Party’s consistent views and thoughts on the issue. this at the previous congresses, on the other hand, is the addition, development and concretization for effective implementation in practice, in order to successfully realize the set goals.

More than ever, in the current context, the entire Party and people are focusing on organizing the implementation of the Resolution of the 7th Party Central Committee (Term XII) on “Building a contingent of qualified cadres, especially strategic-level cadres. , capacity and prestige, meeting the requirements of tasks in the new period”, the more it is possible to build a contingent of cadres at all levels with quality, capacity and prestige, to meet the requirements of tasks in the new situation. very important role for the whole political system as a whole. Party committees at all levels, party organizations and the entire political system should consider this as the most important task to be determined to implement in a synchronous, comprehensive and effective manner.

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